

Diversity Corner

I. Diversity Awareness for Nov - **Don't forget to VOTE**

<http://www3.kumc.edu/diversity/november.html>

II. November's Diversity Activity:

ACTIVITY 1: Understanding My Own Diversity

This is beneficial to people to complete this exercise prior to working with diverse individuals. The goal is to then weave the content of this exercise into a diversity workshop and in the process participants learn about themselves and the people around them.

1. Where were you born?
2. Where did you grow up and how did that influence who you are today?
3. Where are your parents from? Where are your grandparents and great -grand parents from?
4. What generation American are you? (excludes Native Americans of course)
5. How many siblings are in your family and are you the oldest, youngest, etc.?
6. How did your birth order influence who you are today?
7. As a child, which adult had a major influence in your life and why?
8. What do you remember most about your favorite holidays and traditions as you were growing up?
9. What unique qualities and characteristics do you possess that come from your unique upbringing?
10. . What was your most memorable encounter with someone from another culture/ race?
11. . Describe a time you experienced prejudice or discrimination?
12. . Please list your hobbies and interests.
13. . Please describe a risk or a surprise about you that no one can tell by looking at you.

When you went through this exercise, was there anything else that came to mind? Your questions and concerns are welcome.

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III. An introduction to diverse terminology

Nov. term of the month **Lateral Oppression:**

A systematic social phenomenon based on perceived and real differences among social groups that involve ideological domination institutional control , and the promulgation of the oppressor's ideology, logical system and the culture to the oppressed. The result is the exploitation of one group for the benefit of the oppressor group.

IV. Diversity Resource Material

A web-based managers toolkit on diversity:

<http://www.diversitydtg.com/articles/impact.ram> -[Diversity Issues: Perceptions vs. Impact](#) What you mean to communicate is not nearly as important as what you actually communicate.*

A resource for what works and what does not work when conducting diversity training:

http://www.diversitydtg.com/articles/training_changes.htm

The impact of a workshop leader not conferring with constituents about their interpretation of workshop documents.: see reference for From Diverse Online – September issue.

Racial Name-Calling at Diversity Retreat Leads To Firing

By Dianne Hayes

Sep 26, 2006, 02:51

WILKES-BARRE, Pa.

V. Monthly Diversity Article: **134 Different Skin tones But Racism Persists**

This article looks at the diversity of racial categories and its subsequent impact.

<http://www.diversityinc.com/public/21671.cfm>

*Maurice Velasquez <http://www.diversitydtg.com/> - diversity reading

"Don't worry about training your people in the areas of diversity and work place inclusivity and watching some of them leave. Worry more about training none of your employees and having them all stay." --*Mauricio Velásquez, President of DTG and author of the his own web page*

Select morning afternoon or evening for an informal diversity meeting group, please call the office at ext. 6391 and a listserv will be developed.